

## Work Immersion for Unemployed Adults

### Frequently Asked Questions

1. Is there a limit on the number of work immersions per company?

*Yes, an employer is eligible for up to 10 work immersions (students and unemployed adults) per fiscal year.*

2. Is there a limit on the number of work immersions per college student or unemployed adult?

*Yes. An unemployed adult or college student may do consecutive work immersions for different employers, but the total number of hours is not to exceed 400.*

3. Can a provider of pre-employment services also participate as an employer to a client under the Work Immersion Program?

*Yes.*

4. How long will it take for an employer to receive the wage reimbursement from the Work Immersion Program?

*Wage reimbursements will be paid within 30 days of receipt of payroll records and a completed evaluation form from the employer.*

5. If an employer expects to be eligible for the 25% bonus for hiring and retaining a participant for 12 weeks beyond the completion of the temporary work immersion, should the employer submit paperwork for reimbursement once or twice?

*Either option is permitted. The employer must also submit the retention form in addition to the evaluation form with applicable wage records to receive the 25% retention bonus.*

6. Can Work Immersion funds be linked to a WIA-funded OJT contract?

*Each program has its own eligibility. Please check with a local Workforce Investment Board representative.*

7. Does Work Immersion affect an individual's eligibility for TANF or ORS benefits?

*The Governor's Workforce Board does not determine this eligibility. Please check with the applicable agency.*

8. Can an individual doing a Work Immersion be terminated? If so, how is the employer's eligibility for reimbursement affected?

*A Work Immersion participant is an at-will employee. A Work Immersion participant must work at least 60 hours in order for the employer to be eligible for wage reimbursement.*

9. Is an individual who has a paid, temporary work experience under the Work Immersion Program considered an employee of the business that provides the work experience?

*Yes.*

10. Would an employer's Unemployment Insurance rates be affected by providing a temporary work experience under the Work Immersion Program?

*Employers who participate in the program would have to report wages for a Work Immersion participant just as they do for permanent employees of the company.*

*In order to be considered the "chargeable" employer for unemployment benefits, an employee must have worked for the employer for at least four in the base period and earned at least at \$148/week. An employer could potentially be charged if they keep the person for the entire 400 hours; the employers potential for chargeability increases the longer the participants works for the employer.*

*Furthermore, a Work Immersion participant would only be eligible for unemployment benefits if they also had earned wages from another employer during the base period.*

11. Would an individual's Unemployment Insurance benefits be affected by participating in a temporary work experience under the Work Immersion Program?

*The claimant would stop collecting UI benefits for the period of time they were participating in the paid work experience. If they work and earn over their current benefit rate they would not be entitled to any benefits. If they work part-time and earn less than the weekly benefit rate they could collect partial unemployment.*

*Once the work experience ended they could reopen their existing claim and continue collecting. If the claim has expired while they are working they would file a new claim and based on their eligibility could possibly start collecting on a new claim.*

**For additional information about the RI Work Immersion Program, please refer to documents provided at [www.gwb.ri.gov/internships.htm](http://www.gwb.ri.gov/internships.htm) or call Sherri Carello at 462-8856.**

**For questions regarding Unemployment issues, please contact Rose Lemoine at 462-8628 or Jennifer Kinch at 462-8343.**